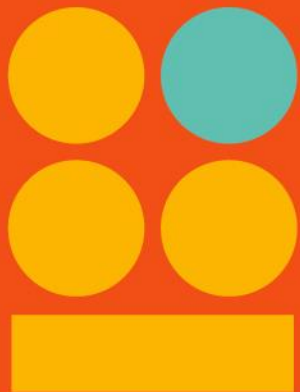


Trustee recruitment
strategies:
best practice in finding
trustees to help your
organisation thrive

Penny Wilson, CEO, Getting
on Board



Who is under-
represented on
trustee boards?

Who is under-represented on charity boards?

Skills and lived experience

- Those with ‘professional’ skills, for example, finance, PR, fundraising, legal, digital, HR and marketing skills.
- Service-users/those with “lived experience” of an issue. 59% of charities say that their boards are not reflective of the communities they serve.

Age and gender

- The average age of a trustee is 60-62 and only 0.5% of trustees are 18-24, despite making up 12% of the population. 2/3 of charity trustees are over 50. 51% of trustees are retired.
- Women are 36% of trustees.

Race and other protected characteristics

- People of colour represent 8% of trustees (vs 14% of wider population).
- Other minority groups: disabled people and other minorities are likely to be under-represented (but no stats are available).

Class

- 30% of trustees have a postgraduate education
- 60% of trustees have professional qualification
- 75% of trustees are from households above the national median for household income

What do we mean by trustee diversity?

- Protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)
- Lived experience
- Class
- Neuro-diversity
- Geography
- ? Relevant mix of skills, knowledge, soft skills, perspectives, protected characteristics, experience incl life experience, networks, ways of doing things and so on

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